

**EXHIBIT 3**

**Resumes of Key Personnel**

**Managerial and Technical Qualifications of**  
**Key Personnel for Big River Communications, Inc.**

**Gerard J. Howe**

**Mr. Howe is President and CEO of Big River Telephone Company.**

Prior to Big River, Mr. Howe has spent 23 years in various telecommunications companies, including 18 years at SBC Communications, formerly Southwestern Bell. Immediately prior to joining Big River, Mr. Howe was the President and Chief Operating Officer of Gabriel Communications, a full service communications company providing local, long distance and Internet services. Gabriel Communications provided communications services in 13 markets, including St. Louis, Kansas City, and Springfield, MO; Little Rock, AR; Tulsa and Oklahoma City, OK; Wichita, KS; Indianapolis, IN; Akron, Dayton, Cincinnati and Columbus, OH; and Lexington KY. Gabriel merged with Trivergent Communications of Greenville, SC and now operates in 28 markets across the Midwest and Southeast U.S.

Immediately prior to founding Gabriel Communications, Mr. Howe spent 2 years with Brooks Fiber Properties ("BFP") as Senior Vice President – Finance. Brooks Fiber Properties was a leading full-service provider of competitive local telecommunications and long distance services in 44 metropolitan areas across the United States. The company, which competed directly with the regional Bell operating companies, constructed and operated digital fiber optic networks providing reliable high-capacity voice, video, data, and other enhanced telecommunications services to business, government, and carrier customers. BFP, which successfully completed its initial public offering in May 1996, closed a transaction with WorldCom, Inc. ("WorldCom"), in which WorldCom acquired BFP in a stock swap valued at approximately \$3.0 billion.

During his tenure with SBC Communications, Mr. Howe held a variety of executive positions in the areas of Finance, Regulatory Affairs, Information Technology, and Customer Service. From 1993 through 1995, Mr. Howe served as the Chief Financial Officer of SBC Cablecomms, U.K., a competitive cable/telephone service provider in the U.K.

Mr. Howe has a B.S. in Mathematics from Southern Illinois University and an MBA from St. Louis University.

**Philip W. Abbenhaus**

**Mr. Abbenhaus is Sr. Vice President – Chief Financial Officer of Big River Telephone Company.**

Prior to joining Big River, Mr. Abbenhaus has spent 15 years in various financial, software development, and consulting companies. Immediately prior to joining Big River, Mr. Abbenhaus was the President of WebBizApps, LLC, a software development company offering and administering remotely hosted business applications. WebBizApps was a Microsoft based ASP software used by small-to-medium business to enhance business productivity. The Company was a joint venture between Gabriel Communications and Solutech, Inc.

Immediately prior to WebBizApps, Mr. Abbenhaus was the CFO of Solutech, Inc, a rapidly growing Internet solutions provider. Solutech grew from 250 to 500 employees, while its revenue based expanded from \$15 million to \$40 million. Mr. Abbenhaus was responsible for all budgeting, financial administration and capital formation. Prior to Solutech, Inc., Mr. Abbenhaus spent the previous three years in corporate transactions and application integration at KPMG, a global accounting and consulting firm.

Mr. Abbenhaus has a B.S. in Business from University of Missouri-Columbia and a Masters of Finance from St. Louis University.